



Mono County **Employee Benefits**

For Mono County employees enrolled in MCPE (Local 39) through 12/2010.

Medical: Blue Cross of California: Customer Service Department, (877) 737-7776 Mono County pays the full amount of your health insurance premium as a full time, regular County employee and all dependents if employee chooses PERS choice (80/20 plan). Caremark Customer Service (prescription drug only (866)999-7377. Employee has an option of choosing PERS care (90/10 plan) at additional cost to the employee.

<http://www.bluecrossca.com/>

Dental: Heller Associates: (800)552-2929 : 1-714-549-7052 Mono County pays the full amount of your monthly dental / insurance premium as a full time, regular County employee and all dependents. Claim processing: Ogden Benefits Administration, (440)527-2955 www.OBATPA.com

Vision: VSP: 1-800-877-7195 Mono County pays the full amount of your monthly premium. <https://www.vsp.com>

Disability Insurance: County shall assure that all covered employees are enrolled in the State Disability Insurance (SDI) program at County expense.

Employee Assistance Program (EAP): This assistance provides confidential counseling for employees and employees' families who are facing personal problems. The County pays for six hours of service per calendar year. All an employee needs to do is call for an appointment with one of the pre-approved professional providers, which is attached.

Cafeteria Plan: Any employee who is enrolled in CalPERS medical insurance is eligible to contribute to the Cafeteria plan.

Employee Flexible Benefits 125 Plan: Plan provides employees the opportunities to set aside pre-tax dollars for child care or out of pocket medical expenses and some insurances. This is used on a calendar year. All monies set aside, must be used by December.

Deferred Compensation (457 Plan): The contribution program is a optional, supplemental long-term deferred compensation program that permits you, through payroll deductions, to defer (postpone, delay) some of your salary on a regular basis. Taxes on the money and earnings are deferred until they are withdrawn.

401(a) Plan: If an employee elects not to participate in the retirement medical they can opt for the 401(a) plan which is similar to the 457, the 401(a) has County match up to 3% of salary. There is 100% vesting after 6 years.

Wellness Program: The County provides discounts to Snowcreek Athletic Club and Double Eagle Resort & Spa, & Body Shop; \$30 is deducted from employee's checks who wish to participate.

Vacation: Initial Employment: 10 days vacation/yr.; after 3 years service-15 days/yr.; after 10 years service-17 days/yr.

Sick Leave: Sick leave for each covered employee shall accrue upon the employee's date of employment at the rate of one full day of sick leave for each month of service, to a maximum accrual of one hundred (100) sick leave days.

Longevity Compensation: On the first day of the month following the date of completion of five (5) years of County service at step "E" (or top step) of his or salary range, each covered employee shall receive additional compensation of 2.5% of base pay. An additional 2.5% longevity compensation shall be paid for each successive three (3) year period.

Holidays: up to 13 paid holidays plus 2 personal holidays to be used before December 31, 2007.

Education Incentive Program: Covered employees who wish to enroll in job-related or promotion-oriented courses shall be reimbursed by the County for allowable expenses related to courses not to exceed \$700.00 per calendar year. Department-head approval is required.

Agency Shop: Each covered employee shall pay to the ASSOCIATION a monthly "service fee". As a condition of membership, members shall pay association dues.

Financial Center Credit Union: Employees have the option of participating in the Credit Union which is located P.O. Box 208005, Stockton, CA 95208-9005. Phone: (209) 948-6024

